

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case  
13-CA-172669

Date Filed  
3/28/2016

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

- (1) McDonald's / 3154 W. Foster Ave. Chicago, IL, and  
(2) McDonald's USA, LLC, Joint Employers

b. Tel. No. (1) (773) 539-4046  
(2) (800)-244-6227

c. Cell No.

f. Fax No.

g. e-Mail

h. Number of workers employed  
(1) ~50 (2) ~100,000+

d. Address (Street, city, state, and ZIP code)

- (1) 3154 W Foster Ave, Chicago, IL 60625  
(2) 2111 McDonald's Drive, Oak Brook, IL 60523

e. Employer Representative

i. Type of Establishment (factory, mine, wholesaler, etc.)  
Restaurant

j. Identify principal product or service  
Fast Food

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices).

Please see Attachment A.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
Workers Organizing Committee of Chicago

4a. Address (Street and number, city, state, and ZIP code)

850 W. Jackson, Suite 275  
Chicago, IL 60607

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No. (312) 243-4731

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

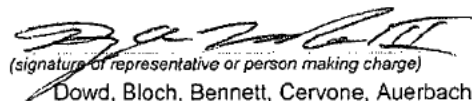
6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No. (312) 372-1361

Office, if any, Cell No.

By

  
(signature of representative or person making charge)

George A. Luscombe III

(Print/type name and title or office, if any)

Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich

8 S. Michigan Ave., 19th Floor  
Chicago, IL 60603

Fax No. (312) 372-6599

e-Mail  
gluscombe@laboradvocates.com

Address

3/25/16  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

**Attachment A to Charge Against Joint Employers:  
McDonald's / 3154 W. Foster Ave., Chicago, IL &  
McDonald's USA, LLC**

**Basis of Charge:**

- (1) Within the last six months, the joint employers interfered with employees' exercise of protected rights by cutting the hours of employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) participation in protected, concerted and union activities, and in an effort to discourage (b) (6), (b) (7)(C) and other employees from engaging in further protected, concerted and union activities.
- (2) Within the last six months, the joint employers interfered with employees' exercise of protected rights by refusing to accept a request by employee (b) (6), (b) (7)(C) for a copy of (b) (6), (b) (7)(C) personnel records under the Illinois Personnel Record Review Act (820 ILCS 40/01 et seq.) in retaliation for (b) (6), (b) (7)(C) participation in protected, concerted and union activities, and in an effort to discourage (b) (6), (b) (7)(C) and other employees from engaging in further protected, concerted and union activities.
- (3) Within the last six months, the joint employers interfered with employees' exercise of protected rights by threatening employees in retaliation for their participation in protected, concerted and union activities, and in an effort to discourage employees from engaging in further protected, concerted and union activities.

Cases

Case Number	Case Name	Case Actions	Date Filed	Status	IA Category	Charging Party Petitioner	Blocked	Hot Topics	Dispute/Unit City	Dispute/Unit State	Charged Party Employer	No. 8(b)(2) Discriminatees	No. 8(a)(3) Discriminatees	No. of Employees on Petition/Charge	Description	Inquiry Id	Type	Sub Type	Team	Field Agent	Field Supervisor	Barg Status	Closed Reason	Date Closed	New	File O	Method of Contact
13-CA-165285	Lofton Holdings Four, LLC and McDonald's USA, LLC, joint employers	Case Actions	12/1/2015	Open	2	Workers Organizing Committee No of Chicago			Chicago	IL	McDonald's USA, LLC, joint employers		3	100,040		(b) (6), (b) (7)(C)		CA	HGUTIERR	HGUTIERR	JSCHRAND	None				(b) (7)(E)	ritten
13-CA-159428	Karavites Restaurant, Inc. and McDonald's USA, LLC, joint employers	Case Actions	9/3/2015	Open	2	Workers Organizing Committee No of Chicago			Chicago	IL	McDonald's USA, LLC		1	145,000				CA	ECASTILL	ECASTILL	JMUTH	None					ritten
13-CA-151797	McDonald's Restaurants of Illinois, Inc. and McDonald's USA, LLC, joint employers	Case Actions	5/6/2015	Closed	2	Workers Organizing Committee No of Chicago			Chicago	IL	McDonalds USA, LLC		1	100,045				CA	AHAMPTON	AHAMPTON	JSCHRAND	None	Withdrawal Non-adjusted	12/1/2015			ritten
13-CA-150433	Tailormade McD, Inc. d/b/a McDonald's and McDonald's USA, LLC, Joint Employers	Case Actions	4/20/2015	Closed	2	Workers Organizing Committee No of Chicago			Chicago	IL	Tailormade McD, Inc. d/b/a McDonald's and McDonald's USA, LLC., Joint Employers		1	40				CA	MHENSEL	MHENSEL	RPAZ	None	Withdrawal Non-adjusted	7/2/2015	👑		ritten
13-CA-148538	Loftons Holdings Seven, Inc. d/b/a McDonald's and McDonald's USA, LLC, Joint Employers	Case Actions	3/19/2015	Closed	2	Workers Organizing Committee No of Chicago			Chicago	IL	McDonald's USA, LLC		1	100,050				CA	ECORTEZ	ECORTEZ	RPAZ	Organizational Campaign	Dismissal Non-adjusted	8/26/2015			ritten
13-CA-147394	PMA MCD, Inc., d/b/a McDonald's, 5500 W. Cermak Rd., Cicero, IL and McDonald's USA, LLC, Joint Employers	Case Actions	3/2/2015	Open	2	Workers Organizing Committee No of Chicago			Cicero	IL	McDonald's USA, LLC		1	100,060				CA	ECASTILL	ECASTILL	JMUTH	None					ritten
13-CA-147150	McDonald's USA/Joint Employers	Case Actions	2/26/2015	Open	1	Workers Organizing Committee No of Chicago			Oak Brook	IL	McDonalds USA, LLC			1,000				CA	MHENSEL	MHENSEL	RPAZ	None					ritten
13-CA-145912	Seven MCD, Inc. d/b/a McDonald's and McDonald's USA, LLC, joint employers	Case Actions	2/5/2015	Open	2	Workers Organizing Committee No of Chicago			Chicago	IL	McDonalds USA, LLC		1	40				CA	ECORTEZ	ECORTEZ	RPAZ	None					ritten
13-CA-145869	6336 S. Ashland McDonald's and McDonald's USA, LLC, joint employers	Case Actions	2/5/2015	Closed	2	Workers Organizing Committee No of Chicago			Chicago	IL	McDonald's USA LLC		1	32				CA	EGALLIAN	EGALLIAN	PPROKOP	None	Withdrawal Non-adjusted	2/26/2015			ritten
13-CA-144963	PMA MCD, Inc., d/b/a McDonald's, 5500 W. Cermak Rd., Cicero, IL, a McDonald's Franchisee, and McDonald's USA, LLC, Joint Employers	Case Actions	1/23/2015	Open	3	Workers Organizing Committee No of Chicago			Cicero	IL	PMA MCD, Inc., d/b/a McDonald's, 5500 W. Cermak Rd., Cicero, IL		1	60				CA	ECASTILL	ECASTILL	JMUTH	None					ritten
13-CA-144007	Mashayo, Inc., a McDonald's Franchisee, and McDonald's USA, LLC., joint employers	Case Actions	1/7/2015	Open	2	Workers Organizing Committee No of Chicago			Chicago	IL	McDonald's USA LLC		1	100,035				CA	AHAMPTON	AHAMPTON	JSCHRAND	None					ritten
13-CA-143107	PMA, LLC, a McDonald's Franchisee, and McDonald's USA LLC, joint employers	Case Actions	12/17/2014	Open	2	Workers Organizing Committee No of Chicago			Cicero	IL	McDonald's		9	62				CA	EGALLIAN	EGALLIAN	PPROKOP	None					ritten
13-CA-142517	Loftons Holdings Seven, Inc. a McDonald's Franchisee, and McDonald's USA, LLC, Joint Employers	Case Actions	12/8/2014	Open	2	Workers Organizing Committee No of Chicago			Chicago	IL	McDonalds USA, LLC		1	50				CA	ECORTEZ	ECORTEZ	RPAZ	None					isit
13-CA-137871	Tailormade McD, Inc., a McDonald's Franchisee, and McDonald's USA, LLC., Joint Employers	Case Actions	9/30/2014	Open	2	Workers Organizing Committee No of Chicago			Chicago	IL	Tailormade McD, Inc. d/b/a McDonald's and McDonald's USA, LLC., Joint Employers		1	40				CA	HGUTIERR	HGUTIERR	JSCHRAND	None					ritten
13-CA-137707	McDonald's and McDonald's USA, LLC joint employers	Case Actions	9/29/2014	Closed	2	Workers Organizing Committee No of Chicago			Chicago	IL	McDonald's USA LLC		2	100,050				CA	CORTEGA	CORTEGA	JHOFSTRA	None	Withdrawal Adjusted	10/21/2014			ritten
13-CA-136916	McDonald's / 2827 S Cicero Ave, Cicero, IL and McDonald's USA, LLC, Joint Employers	Case Actions	9/17/2014	Closed	2	Workers Organizing Committee No of Chicago			Cicero	IL	McDonald's			60				CA	CORTEGA	CORTEGA	JHOFSTRA	None	Withdrawal Adjusted	12/2/2014			ritten
13-CA-136674	McDonald's / 2827 S. Cicero Ave, Cicero, IL and McDonald's USA, LLC, Joint Employers	Case Actions	9/12/2014	Open	3	Workers Organizing Committee No of Chicago			Cicero	IL	McDonald's		1	60				CA	CORTEGA	CORTEGA	JHOFSTRA	None					ritten
13-CA-136734	McDonald's / 5624 W. Roosevelt Road and McDonald's USA, LLC, Joint Employers	Case Actions	9/12/2014	Closed	2	Workers Organizing Committee No of Chicago			Chicago	IL	McDonald's USA LLC			60				CA	CORTEGA	CORTEGA	JHOFSTRA	None	Withdrawal Adjusted	12/2/2014			ritten
	McDonald's 5500 W.					Workers Organizing																					

(b) (7)(E)

13-CA-136835	Cermak Rd., Cicero, IL and McDonald's USA, Joint Employers	Case Actions	9/12/2014	Closed	3	Workers Organizing Committee No of Chicago			Cicero	IL	McDonald's USA LLC		1	60	
13-CA-136728	McDonald's / 5624 W. Roosevelt Road, and McDonald's USA, LLC, Joint Employers	Case Actions	9/12/2014	Closed	2	Workers Organizing Committee No of Chicago			Chicago	IL	McDonald's USA, LLC		1	60	
13-CA-135932	5200 S. Lake Park Avenue McDonald's and McDonald's USA, LLC joint employers	Case Actions	9/3/2014	Closed	3	Workers Organizing Committee No of Chicago			Chicago	IL	McDonald's			50	
13-CA-135884	McDonald's / 5500 W Cermak Rd. and McDonald's USA, LLC, Joint Employers	Case Actions	9/3/2014	Closed	2	Workers Organizing Committee No of Chicago			Cicero	IL	PMA MCD, Inc., d/b/a McDonald's 5500 W. Cermak Rd., Cicero, IL			60	
13-CA-131440	V. Oviedo, Inc., A McDonald's Franchisee and McDonald's USA, LLC, Joint Employers	Case Actions	6/24/2014	Open	2	Workers Organizing Committee No of Chicago			Chicago	IL	McDonald's USA, LLC		1	50	
13-CA-131305	McDonald's/1657 W. 95th Street, Chicago, IL, and McDonald's USA, LLC, joint employers	Case Actions	6/20/2014	Closed	2	Workers Organizing Committee No of Chicago			Chicago	IL	McDonald's		1	30	
13-CA-131097	McDonald's 2827 S. Cicero Avenue, Cicero, IL, and McDonald's USA, LLC, joint employers	Case Actions	6/19/2014	Closed	2	Workers Organizing Committee No of Chicago			Cicero	IL	McDonald's USA, LLC			160,000	
13-CA-131141	RMC Enterprises, LLC, a McDonald's Franchisee and McDonald's USA, LLC, Joint Employers	Case Actions	6/19/2014	Open	2	Workers Organizing Committee No of Chicago			Chicago	IL	McDonald's			50	
13-CA-131098	McDonald's/5624 W. Roosevelt Road and (2) McDonald's USA, LLC, joint employers	Case Actions	6/19/2014	Closed	2	Workers Organizing Committee No of Chicago			Chicago	IL	McDonald's USA, LLC			160,000	
13-CA-131143	Karavites Restaurant 6676, LLC, A McDonald's Franchisee and McDonald's USA, LLC, Joint Employers	Case Actions	6/19/2014	Open	2	Workers Organizing Committee No of Chicago			Chicago	IL	McDonald's			150	
13-CA-131145	Topaz Management, Inc., A McDonald's Franchisee and McDonald's USA, LLC, Joint Employers	Case Actions	6/19/2014	Open	2	Workers Organizing Committee No of Chicago			Chicago	IL	McDonald's			50	
13-CA-129709	Taylor & Malone Management a McDonald's Franchisee and McDonald's USA, LLC, Joint Employers	Case Actions	5/30/2014	Open	2	Workers Organizing Committee No of Chicago			Chicago	IL	O'Rourke Investment Group d/b/a McDonald's USA LLC		3	100,050	
13-CA-129771	K. Mark Enterprises, LLC, A McDonald's Franchisee and McDonald's USA, LLC, Joint Employers	Case Actions	5/30/2014	Open	2	Workers Organizing Committee No of Chicago			Chicago	IL	McDonald's USA, LLC			60	
13-CA-128629	McDonald's/5153 West Chicago Avenue and McDonald's USA, LLC joint employers	Case Actions	5/13/2014	Closed	2	Workers Organizing Committee No of Chicago			Chicago	IL	O'Rourke Investment Group d/b/a McDonald's USA LLC			50	
13-CA-126312	(1) Lofton & Lofton Management V. Inc. d/b/a McDonald's/23 N Western Avenue and (2) McDonald's USA, LLC, joint employers	Case Actions	4/10/2014	Closed	2	Workers Organizing Committee No of Chicago			Chicago	IL	O'Rourke Investment Group d/b/a McDonald's USA LLC			100,000	
13-CA-124993	McDonald's USA, LLC	Case Actions	3/21/2014	Closed	2	Workers Organizing Committee No of Chicago			Chicago	IL	McDonald's USA, LLC			60	
13-CA-124812	Kara Vites Restaurant 5895, Inc. a McDonald's Franchisee and McDonald's USA, LLC, Joint Employers	Case Actions	3/19/2014	Open	2	Workers Organizing Committee No of Chicago			Chicago	IL	McDonald's USA, LLC			140,000	
13-CA-124813	V.Oviedo, Inc. A McDonald's Franchisee and McDonald's USA, LLC, Joint Employers	Case Actions	3/19/2014	Open	2	Workers Organizing Committee No of Chicago			Chicago	IL	McDonald's USA, LLC			100,055	
13-CA-124488	Karavites McDonald's and McDonald's USA, LLC, named as joint employers	Case Actions	3/14/2014	Closed	2	Workers Organizing Committee No of Chicago			River Forest	IL	Karavites McDonald's		2	30	
13-CA-124362	McDonald's/McDonald's Corporation, joint employers	Case Actions	3/13/2014	Closed	2	Workers Organizing Committee No of Chicago			Chicago	IL	McDonald's		5	60	
						Workers					O'Rourke				

(b), (6), (b) (7)(C)

CA	CORTEGA	CORTEGA	JHOFSTRA	None	Withdrawal Adjusted	12/2/2014	
CA	CORTEGA	CORTEGA	JHOFSTRA	None	Withdrawal Adjusted	12/2/2014	
CA	HGUTIERR	HGUTIERR	JSCHRAND	None	Withdrawal Non-adjusted	11/7/2014	
CA	CORTEGA	CORTEGA	JHOFSTRA	None	Withdrawal Non-adjusted	12/2/2014	
CA	JPROKOP	JPROKOP	JHOFSTRA	None			
CA	JPROKOP	JPROKOP	JHOFSTRA	None	Withdrawal Non-adjusted	7/15/2014	
CA	CORTEGA	CORTEGA	JHOFSTRA	None	Withdrawal Adjusted	12/2/2014	
CA	JGREENHI	JGREENHI	KGIANOPU	None			
CA	CORTEGA	CORTEGA	JHOFSTRA	None	Withdrawal Adjusted	12/2/2014	
CA	JGREENHI	JGREENHI	KGIANOPU	None			
CA	JPROKOP	JPROKOP	JHOFSTRA	None			
CA	JPROKOP	JPROKOP	JHOFSTRA	None			
CA	JPROKOP	JPROKOP	JHOFSTRA	None	Withdrawal Non-adjusted	6/5/2014	
CA	JPROKOP	JPROKOP	RPAZ	None	Withdrawal Non-adjusted	6/12/2014	
CA	JPROKOP	JPROKOP	RPAZ	None	Withdrawal Non-adjusted	5/2/2014	
CA	JPROKOP	JPROKOP	RPAZ	None			
CA	JPROKOP	JPROKOP	RPAZ	None			
CA	CSCHLABO	CSCHLABO	KGIANOPU	None	Withdrawal Non-adjusted	5/30/2014	
CA	CSCHLABO	CSCHLABO	KGIANOPU	None	Withdrawal Adjusted	3/25/2014	

(b) (7)(E)

Written
Written
Written
Written
Written
Written
Written
Written
Written
Written
Written
Written
Written
Written
Written
Written
Written
Written
Written
Written
Written

(b) (7)(E)

13-CA-124213	Nornat, Inc., a McDonald's Franchisee and McDonald's USA, LLC, Joint Employers	Case Actions	3/11/2014	Open	2	Organizing Committee No of Chicago		Chicago	IL	Investment Group d/b/a McDonald's USA LLC		5	50		
13-CA-123916	V. Oviedo, Inc. A McDonald's Franchisee, and McDonald's USA, LLC, Joint Employers	Case Actions	3/6/2014	Open	2	Workers Organizing Committee No of Chicago		Chicago	IL	O'Rourke Investment Group d/b/a McDonald's USA LLC		1	50		
13-CA-123699	K. Mark Enterprises, LLC A McDonald's Franchisee and McDonald's USA, LLC, Joint Employers	Case Actions	3/4/2014	Open	2	Workers Organizing Committee No of Chicago		Chicago	IL	O'Rourke Investment Group d/b/a McDonald's USA LLC		1	60		
13-CA-121759	McDonald's Restaurants of Illinois, Inc.	Case Actions	2/3/2014	Open	2	Workers Organizing Committee No of Chicago		Chicago	IL	McDonald's USA, LLC		0	60		
13-CA-119015	V. Oviedo, Inc., A McDonald's Franchisee and McDonald's USA, LLC, Joint Employers	Case Actions	12/13/2013	Open	2	Workers Organizing Committee No of Chicago		Chicago	IL	McDonald's USA, LLC			140,000		
13-CA-118689	McDonald's	Case Actions	12/10/2013	Closed	2	Workers Organizing Committee No of Chicago		Chicago	IL	K. Mark Enterprises, LLC d/b/a McDonald's			60		
13-CA-118690	Lofton & Lofton Management V, Inc. A McDonald's Franchisee and McDonald's USA, LLC, Joint Employers	Case Actions	12/10/2013	Open	2	Workers Organizing Committee No of Chicago		Chicago	IL	McDonald's USA, LLC			100,060		
13-CA-118691	McDonald's Restaurants of Illinois, Inc.	Case Actions	12/10/2013	Open	2	Workers Organizing Committee No of Chicago		Chicago	IL	McDonald's Restaurants of Illinois, Inc. d/b/a McDonald's/2005 W Chicago Avenue			100,060		
13-CA-118598	McDonald's	Case Actions	12/9/2013	Closed	2	Workers Organizing Committee No of Chicago		Chicago	IL	McDonald's			35		
13-CA-117083	McDonald's Restaurants of Illinois, Inc.	Case Actions	11/14/2013	Open	2	Workers Organizing Committee No of Chicago		Chicago	IL	McDonald's USA, LLC		1	60		
13-CA-115647	V. Oviedo, Inc. A McDonald's Franchisee and McDonald's USA, LLC, Joint Employers	Case Actions	10/25/2013	Open	2	Workers Organizing Committee No of Chicago		Chicago	IL	McDonald's USA, LLC			50		
13-CA-113821	McDonald's	Case Actions	9/20/2013	Closed	2	Workers Organizing Committee No of Chicago		Chicago	IL	McDonald's		1	35		
13-CA-113837	Wright Management, Inc., A McDonald's Franchisee and McDonald's , USA, LLC, Joint Employers	Case Actions	9/20/2013	Open	2	Workers Organizing Committee No of Chicago		Chicago	IL	McDonald's USA, LLC		1	150		
13-CA-112220	Wright Management, Inc. d/b/a Rock-N-Roll McDonald's	Case Actions	8/28/2013	Closed	2	Workers Organizing Committee No of Chicago		Chicago	IL	McDonald's			200		
13-CA-112046	Wright Management, Inc. d/b/a Rock-N-Roll McDonald's	Case Actions	8/26/2013	Closed	2	Workers Organizing Committee No of Chicago		Chicago	IL	McDonald's		1	200		
13-CA-107668	Wright Management, Inc., A McDonald's Franchisee, and McDonald's, USA, LLC, Joint Employers	Case Actions	6/20/2013	Open	2	Workers Organizing Committee No of Chicago		Chicago	IL	McDonald's USA, LLC		1	200		
13-CA-106490	McDonald's Restaurants of Illinois, Inc.	Case Actions	6/4/2013	Open	2	Workers Organizing Committee No of Chicago		Chicago	IL	McDonald's USA, LLC		2	25		
13-CA-106493	RMC Loop Enterprises, LLC, A McDonald's Franchisee and McDonald's USA, LLC, Joint Employers	Case Actions	6/4/2013	Open	2	Workers Organizing Committee No of Chicago		Chicago	IL	McDonald's USA, LLC			25		
13-CA-106491	Karavites Restaurants 26, Inc., A McDonald's Franchisee and McDonald's USA, LLC, Joint Employers	Case Actions	6/4/2013	Open	2	Workers Organizing Committee No of Chicago		Chicago	IL	McDonald's USA, LLC		1	30		
13-CA-105770	Wright Management, Inc.d/b/a Rock-N-McDonald's	Case Actions	5/23/2013	Closed	2	Workers Organizing Committee No of Chicago		Chicago	IL	Wright Management, Inc. d/b/a Rock-N-Roll-McDonald's		1	50		
						Workers									

(b) (6), (b) (7)(C)

CA	ECORTEZ	ECORTEZ	RPAZ	None											
CA	JPROKOP	JPROKOP	RPAZ	None											
CA	JPROKOP	JPROKOP	JHOFSTRA	None											
CA	JPROKOP	JPROKOP	RPAZ	None											
CA	JPROKOP	JPROKOP	RPAZ	None											
CA	JPROKOP	JPROKOP	RPAZ	None							Withdrawal Non-adjusted	2/5/2014			
CA	JPROKOP	JPROKOP	RPAZ	None											
CA	JPROKOP	JPROKOP	RPAZ	None											
CA	JPROKOP	JPROKOP	RPAZ	None							Withdrawal Non-adjusted	2/5/2014			
CA	JPROKOP	JPROKOP	RPAZ	None											
CA	JPROKOP	JPROKOP	RPAZ	None							Withdrawal Non-adjusted	12/30/2013			
CA	JPROKOP	JPROKOP	RPAZ	None											
CA	JPROKOP	JPROKOP	RPAZ	None							Withdrawal Non-adjusted	9/30/2013			
CA	JPROKOP	JPROKOP	RPAZ	None							Withdrawal Non-adjusted	9/30/2013			
CA	JPROKOP	JPROKOP	PHITTERM	None											
CA	ECASTILL	ECASTILL	JMUTH	None											
CA	JPROKOP	JPROKOP	PHITTERM	None											
CA	JPROKOP	JPROKOP	PHITTERM	None											
CA	JPROKOP	JPROKOP	PHITTERM	None							Withdrawal Non-adjusted	6/27/2013			

(b) (7)(E)

(b) (7)(E)

13-CA-103524	Karavites Restaurants 26, Inc. d/b/a McDonald's	Case Actions	4/23/2013	Closed	2	Organizing Committee No of Chicago		Chicago	IL	Karavites Restaurants 26, Inc. d/b/a McDonald's			30		(b) (6), (b) (7)(C)	CA	JPROKOP	JPROKOP	PHITTERM	Organizational Campaign	Withdrawal Non-adjusted	6/6/2013	(b) (7)(E)	ritten
13-CA-103525	RMC Loop Enterprises, LLC d/b/a McDonald's	Case Actions	4/23/2013	Closed	2	Workers Organizing Committee No of Chicago		Chicago	IL	RMC Loop Enterprises LLC d/b/a McDonald's			25			CA	JPROKOP	JPROKOP	PHITTERM	None	Withdrawal Non-adjusted	6/6/2013	(b) (7)(E)	ritten
13-CA-103612	Wright Management, Inc. d/b/a Rock-N-Roll-McDonald's	Case Actions	4/23/2013	Closed	2	Workers Organizing Committee No of Chicago		Chicago	IL	Wright Management, Inc. d/b/a Rock-N-Roll-McDonald's			75			CA	JPROKOP	JPROKOP	PHITTERM	None	Withdrawal Non-adjusted	5/23/2013	(b) (7)(E)	ritten
13-CA-103617	Karavites Restaurants 11102, LLC d/b/a McDonald's	Case Actions	4/23/2013	Closed	2	Workers Organizing Committee No of Chicago		Chicago	IL	Karavites Restaurants 11102, LLC d/b/a McDonald's			25			CA	JPROKOP	JPROKOP	PHITTERM	None	Withdrawal Non-adjusted	6/6/2013	(b) (7)(E)	ritten
13-CA-100471	McDonald's Corporation	Case Actions	3/15/2013	Closed	3	(b) (6), (b) (7)	No	Hammond	IN	MCDONALD'S CORPORATION			60			CA	DFLATTE	DFLATTE	RPAZ	None	Withdrawal Non-adjusted	5/1/2013	(b) (7)(E)	ritten



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 13  
Dirksen Federal Building  
219 South Dearborn Street, Suite 808  
Chicago, IL 60604-1443

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (312)353-7570  
Fax: (312)886-1341



Download  
NLRB  
Mobile App

March 29, 2016

McDonald's  
3154 W Foster Ave  
Chicago, IL 60625-4107

McDonalds USA, LLC  
One McDonald's Plaza  
Oak Brook, IL 60523-1911

Re: McDonald's and McDonald's USA, LLC  
Case 13-CA-172669

Dear Sir or Madam:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney J. Edward Castillo whose telephone number is (312)353-7586 and email address is: [edward.castillo@nlrb.gov](mailto:edward.castillo@nlrb.gov). If this Board agent is not available, you may contact Deputy Regional Attorney Jessica T. Muth whose telephone number is (312)353-7643.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, [www.nlr.gov](http://www.nlr.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge by 4/11/2016. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

March 29, 2016

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

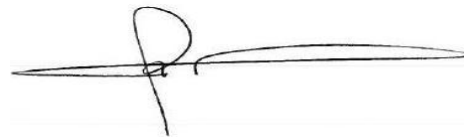
We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

**Procedures:** We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, [www.nlr.gov](http://www.nlr.gov). However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to be "Peter Sung Ohr", written over a horizontal line.

Peter Sung Ohr  
Regional Director

EC/kr  
Enclosures:



1. Copy of Charge
2. Commerce Questionnaire

**QUESTIONNAIRE ON COMMERCE INFORMATION**

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

CASE NUMBER

13-CA-172669

**1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)****2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify )**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION  
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

**4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS****5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

**9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates )**

YES NO

A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.  
\$B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.  
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.  
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (Check the largest amount)  
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. Did you **begin operations within the last 12 months?** If yes, specify date: \_\_\_\_\_**10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

**12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE**

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

**UNITED STATES OF AMERICA**  
**BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**MCDONALD'S AND MCDONALD'S USA, LLC**

Charged Party

and

**WORKERS ORGANIZING COMMITTEE OF  
CHICAGO**

Charging Party

**Case 13-CA-172669**

**AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER**

I, the undersigned employee of the National Labor Relations Board, state under oath that on March 29, 2016, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

McDonald's  
3154 W Foster Ave  
Chicago, IL 60625-4107

McDonalds USA, LLC  
One McDonald's Plaza  
Oak Brook, IL 60523-1911

March 29, 2016

Date

Kenneth Reed, Designated Agent of NLRB

Name

/s/*Kenneth Reed*

Signature



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 13  
Dirksen Federal Building  
219 South Dearborn Street, Suite 808  
Chicago, IL 60604-1443

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (312)353-7570  
Fax: (312)886-1341



Download  
NLRB  
Mobile App

March 29, 2016

Workers Organizing Committee of Chicago  
850 W Jackson  
Suite 275  
Chicago, IL 60607

Re: McDonald's and McDonald's USA, LLC  
Case 13-CA-172669

Dear Sir or Madam:

The charge that you filed in this case on March 28, 2016 has been docketed as case number 13-CA-172669. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney J. Edward Castillo whose telephone number is (312)353-7586 and email address is: [edward.castillo@nlrb.gov](mailto:edward.castillo@nlrb.gov). If this Board agent is not available, you may contact Deputy Regional Attorney Jessica T. Muth whose telephone number is (312)353-7643.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlr.gov](http://www.nlr.gov), or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

March 29, 2016

**Procedures:** We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website [www.nlr.gov](http://www.nlr.gov). However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website [www.nlr.gov](http://www.nlr.gov) or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to be 'P. Ohr', written over a horizontal line.

Peter Sung Ohr  
Regional Director

EC/kr

Enclosure:

Copy of signed charge

cc: George A Luscombe, Attorney  
Dowd, Bloch, Bennett, Cervone,  
Auerbach & Yokich  
8 South Michigan Avenue, 19th Floor  
Chicago, IL 60603-3315

**From:** [George Luscombe](#)  
**To:** [Castillo, J. Edward](#)  
**Subject:** McDonald"s & McDonald"s USA, LLC, Case 13-CA-172669.  
**Date:** Wednesday, April 13, 2016 11:26:18 AM

---

Mr. Castillo,

Charging party Workers Organizing Committee of Chicago requests to withdraw its charge in Case 13-CA-172669.

Thank you for your assistance.

Regards,

George

George A. Luscombe III  
DOWD, BLOCH, BENNETT,  
CERVONE, AUERBACH & YOKICH  
8 South Michigan Avenue | 19th Floor | Chicago, IL 60603  
Phone 312.372.1361 | Fax 312.372.6599  
[gluscombe@laboradvocates.com](mailto:gluscombe@laboradvocates.com)

**Please note our new domain name, [laboradvocates.com](http://laboradvocates.com) and update your records. Thank you.**

This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error, please notify Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich ([office@laboradvocates.com](mailto:office@laboradvocates.com)). Please note that any views or opinions presented in this email are solely those of the author and do not necessarily represent those of Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich. Finally, the recipient should check this email and any attachments for the presence of viruses. Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich accepts no liability for any damage caused by any virus transmitted by this email.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD  
REGION 13  
Dirksen Federal Building  
219 South Dearborn Street, Suite 808  
Chicago, IL 60604-1443

Agency Website:  
[www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (312)353-7570  
Fax: (312)886-1341

April 13, 2016

Brian J. Sharpe, ESQ.  
Lapointe Law, P.C.  
1200 Shermer Rd., Ste 310  
Northbrook, IL 60062-4563

Doreen S. Davis, ESQ., Partner  
Jones Day  
222 E 41st St  
New York, NY 10017-6702

Re: McDonald's and McDonald's USA, LLC  
Case 13-CA-172669

Dear Mr. Sharpe and Ms. Davis:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

*/s/ Peter Sung Ohr*

PETER SUNG OHR  
Regional Director

EC/bz

Enclosures:

cc: McDonald's  
3154 W. Foster Ave  
Chicago, IL 60625-4107

McDonalds USA, LLC  
One McDonald's Plaza  
Oak Brook, IL 60523-1911

George A Luscombe, Attorney  
Dowd, Bloch, Bennett, Cervone,  
Auerbach & Yokich  
8 South Michigan Avenue, 19th Floor  
Chicago, IL 60603-3315

Workers Organizing Committee of  
Chicago  
850 W Jackson  
Ste 275  
Chicago, IL 60607